

Kathleen Grossman

Associate

Houston

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OVERVIEW

Kathleen defends employers in a wide range of employment disputes involving federal and state courts and administrative agencies. These include claims for breach of restrictive covenant agreements, wage and hour violations, disability accommodations, and employment discrimination, harassment, and retaliation claims.

Kathleen also regularly assists in the defense of employers against claims regarding denial of equal access to facilities, services, websites, and related issues brought under Titles II and III of the Americans with Disabilities Act (ADA) and comparable state laws. She drafts and advises employers on various company policies, procedures, and agreements covering a range of subject areas, including employment contracts, separation agreements, reductions in force, restrictive covenant agreements, and employee handbooks.

REPRESENTATIVE MATTERS

- Drafted responsive pleadings and written discovery in federal court for claims involving discrimination, harassment, retaliation, wrongful termination, and class and collective action minimum wage and overtime lawsuits.
- Assisted in representing a national oil and gas company in an administrative claims process and lawsuit involving claims of disability discrimination and retaliation.
- Assisted in representing an international oil and gas company in a collective action involving allegations of unpaid overtime and minimum wage violations under various state laws and federal laws.
- Assisted in representing an offshore drilling company in an administrative claims process involving allegations of race discrimination, religious discrimination, and retaliation.
- Assisted in representing a substance abuse treatment facility in a lawsuit involving claims of minimum wage and overtime violations under various state and federal laws.
- Assisted in representing an international hotel services provider in defending claims regarding equal access to facilities and services.
- Assisted in providing advice and counsel regarding the enforceability of restrictive covenants, including confidentiality provisions, non-competition agreements, and customer and employee non-solicitation agreements under various state laws.
- Assisted in advising clients regarding employee requests for reasonable accommodations under the ADA and the interactive process.

- Assisted in providing counsel regarding leave requirements under the FMLA, USERRA, and various state-mandated leave laws, including bereavement leave, jury and witness duty leave, voting leave and crime victim leave, among others.
- Assisted in advising clients on proper pay practices, employee classifications, and employee exemptions under the FLSA and various state law equivalents.
- Drafted policies and employee handbooks covering discrimination, harassment, leaves of absence, vacation, and paid time off, meal and break periods, pay requirements, drug and alcohol testing, workplaces searches and inspections, background checks for hiring, weapons in the workplace, personnel files, employee privacy, internet and social media use, and use of company property.
- Drafted and advised clients with respect to both individual separation and release agreements, as well as larger reductions in force.
- Assisted in providing advice and counsel with respect to COVID-19-related employment issues, including the effects of the Family First Coronavirus Response Act and various state law equivalents containing leave requirements associated with COVID-19.

AWARDS

- *Best Lawyers in America*® Ones to Watch, Labor and Employment Law – Management (2025-2026)

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Accessible Facilities and Services (ADA Titles II and III)
- Employment Counseling
- Environmental, Social + Governance (ESG)
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Noncompete + Trade Secrets
- Wage + Hour Matters

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Member, State Bar of Texas
- Member, Houston Bar Association, Labor and Employment Section
- Member, Houston Young Lawyers Association

EDUCATION AND CERTIFICATIONS

EDUCATION

- Vanderbilt University Law School, J.D., 2018, articles editor, *Environmental Law Policy Annual Review*
- University of Florida, B.A., *cum laude*, 2014, economics and political science

BAR ADMISSIONS

- Texas

COURT ADMISSIONS

- U.S. District Court, Southern District of Texas

PUBLICATIONS

- Author, "Less Is More When it Comes to Employee Monitoring," *Pratt's Privacy & Cybersecurity Law Report*, February 2024.
- Author, "The 'State' of Family and Medical Leave Laws in the Wake of COVID-19," *Locke Lord*, February 2022.
- Author, "Supreme Court Limits Claims Under Computer Fraud and Abuse Act," *Locke Lord*, July 2021.
- Author, "New and Expanding 'Fair Workweek' Laws Likely to Increase Costs for Employers Looking to Address Last-Minute Changes in Staffing Needs," *Locke Lord*, February 2021.